

**Equality, Diversity and Inclusion Committee**  
*(a joint standing committee of the Senate and the Council)*

**Terms of reference**

1. To develop and recommend to Senate and Council as appropriate the University's Equality, Diversity and Inclusion Strategy in accordance with the University's Strategic Plan and provide advice and recommend to Senate and Council on all aspects of equality, diversity and inclusion activities.
2. To monitor progress and report annually on the Equality, Diversity and Inclusion Strategy to Senate and Council.
3. To monitor relevant internal and external developments to inform future Equality, Diversity and Inclusion Strategy and policies, making recommendations as appropriate to Senate and Council.
4. In accordance with delegated authority, approve on behalf of Senate and Council policies relating to equality, diversity and inclusion.
5. To create sub-committees and/or initiate working groups as required; to receive and consider reports from these; and to delegate to these aspects of the above in line with agreed delegated authority.
6. To receive equality, and diversity and inclusion related matters for consideration from networks and interest groups at Lancaster University.
7. To advise and consult with other governance bodies, in keeping with its own governance responsibilities, on matters related to equality, diversity and inclusion.

**Committee Composition**

*(ex officio)*

Pro-Chancellor

Vice-Chancellor

Deputy Vice-Chancellor (in the Chair)

Deputy Chief Executive (Operations) and Secretary

Director of People and Organisational Effectiveness) (Deputy Chair)

Vice-President, Welfare and Community, Students' Union

Director of Students, Education and Academic Services

Dean, Equality, Diversity and Inclusion

*(appointed)*

one Council lay member, to be nominated via Nominations Committee

Nominee of the Dean of Faculty and Arts and Social Science (Dean, Deputy Dean or Associate Dean)

Nominee of the Dean of Faculty and Health and Medicine (Dean, Deputy Dean or Associate Dean)

Nominee of the Dean of the Management School (Dean, Deputy Dean or Associate Dean)

Nominee of the Dean of Faculty of Science and Technology (Dean, Deputy Dean or Associate Dean)

*(co-opted)*

two co-opted external members, appointed in accordance with the Nominations Committee process

To achieve a greater diversity profile of membership, the Chair of the EDI Committee can co-opt others to the EDI Committee

*(in attendance)*

Equality, Diversity and Inclusion Manager

one Lancaster University Students' Union Management Team representative

Associate Director of People, Culture and Inclusion

Associate Director, Wellbeing and Inclusion

### **Procedure**

In addition to the above membership, individuals from outside the Committee will be invited to attend for relevant agenda items.

The Committee shall meet three times a year and shall report as appropriate to the Senate and the Council.

The term of office of the appointed members are for a maximum of three years. Terms will be renewable once for a maximum of a further three years.

The quoracy for this Committee is half the number of members plus one.

Chair of the EDI Committee will allocate an alternative Chair in the event of their absence.

The Secretary of the Committee will be a member of staff from Governance Services.

Equality, and diversity and inclusion related matters from networks and interest groups (as outlined in the terms of reference) may be submitted to the Committee Secretary at least one month before the next committee meeting. The Chair of the EDI Committee will make the final decision on whether the item goes to the next meeting for consideration.